

Persuasive Essay

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When considering your health, why wouldn't you expect quality healthcare? The Magnet Recognition Program of the American Nurses Credentialing Center or ANCC identifies hospitals that epitomize nursing excellence and quality care (Friese, 2015). Over a thirteen year span a study was conducted that showed patient outcomes are significantly better in Magnet hospitals versus non-magnet hospitals. Surgical patients treated in Magnet hospitals, compared to those treated in non-Magnet hospitals, were 7.7 percent less likely to die within thirty days and 8.6 percent less likely to die after a postoperative complication (Friese, 2015).

After more than two decades, Magnet designation by the American Nurses Credentialing Center is considered the "gold standard" for nursing excellence at U.S. hospitals. The ANCC, which administers the Magnet program, considers several factors in determining if a facility meets the rigorous standards of Magnet designation, including the empowerment and autonomy of nurses; a collaborative work environment; nurse and patient satisfaction; nurse education and research; patient outcomes that exceed national benchmarks; and nursing-sensitive indicators that measure how nurses' actions impact patient outcomes. A total of 545 U.S. hospitals and 14 hospitals outside the U.S. hold Magnet status (Wood, 2021).

Accredited hospitals provide a higher level of care. There are 475 Magnet hospitals in the nation, which equates to only about 8%. Their primary goal is to improve healthcare around the world through nursing excellence. Cost effectiveness is achieved via the substantial decline in nursing turnover. Nurses at Magnet hospitals are involved in decision-making about nursing practices, healthcare outcomes, and organization goals.

Some hospitals have chosen not to follow the Magnet route. About ninety five percent of Magnet hospitals reapply for the title, which is why five percent chose not to. Morton Plant

Hospital has chosen not to reapply for Magnet and chose to pursue a Pathway to Excellence. Pathway to Excellence focuses more on nursing practices and less on research.

Accredited hospitals will always provide more quality care because the nurses have higher job satisfaction. If you are happy at work, you will perform better. My firsthand experience at non accredited hospitals has been terrible. Magnets focus on research and evidence-based practices that will enhance nursing excellence and improve patient care.

If someone has the choice or the option of going to accredited versus non accredited, easily, accredited would be the preferred way to go. In an emergency, you will go where the closest hospital is, accredited or not. For elective or scheduled procedures for example, do your research first and weigh your options. Magnet hospitals pay their nurses higher wages and in turn, there is a lower turnover rate and higher levels of job satisfaction (Wood, 2021). Being happy and feeling appreciated will only increase customer service and increase the quality of care they give to their patients. If someone is unhappy in their job, there is a much higher chance of them being a low performer.

The Magnet Recognition Program of the American Nurses Credentialing Center identifies hospitals that epitomize nursing excellence. In December 1990, the American Nurses Association Board of Directors approved the Recognition Program. The program was based on a study where the American Academy of Nursing identified characteristics of healthcare organizations that excelled in recruitment and retention of registered nurses.

### References

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